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**13.0604 List of Classifications.**

(b) Exempt Classifications. Salary ranges shall be increased three and one-quarter percent (3.25%) effective August 2, 2008, one percent (1%) effective December 20, 2008, three and one-quarter percent (3.25%) effective June 20, 2009, and two and three-quarters percent (2.75%) effective June 19, 2010. The County Administrative Officer may direct classification and salary studies during these years based upon recruitment and retention needs in his discretion.

**EXEMPT – EXECUTIVE COUNTY ADMINISTRATORS.**

Title	Benefit Group	Salary Effective 8/2/08	Salary Effective 12/20/08	Salary Effective 6/20/09	Salary Effective 6/19/10
<b>EXECUTIVE ADMINISTRATORS</b>					
Agricultural Commissioner/Sealer	B	\$135,820	\$137,178	\$147,811	\$151,876
Assistant County Administrative Officer	A	\$207,667	\$209,744	\$226,001	\$232,216
Assistant County Administrator, Human Services	A	\$202,947	\$204,976	\$211,638	\$217,458
Assistant County Administrator, PSSG	A	\$202,947	\$204,976	\$211,638	\$217,458
Chief Information Officer	A	\$188,797	\$190,685	\$196,882	\$202,296
Chief Probation Officer	B	\$169,545	\$171,240	\$176,805	\$181,667
Clerk of the Board of Supervisors	B	\$136,720	\$138,087	\$142,575	\$146,496
County Administrative Officer	A	\$260,613	\$263,219	\$271,774	\$279,248
County Clerk		\$9,810	\$9,908	\$10,230	\$10,511
County Counsel	A	\$219,076	\$221,267	\$228,458	\$234,741
County Librarian	B	\$137,966	\$139,346	\$143,875	\$147,832
Director of Aging and Adult Services	B	\$138,017	\$139,397	\$143,927	\$147,885
Director of Airports	B	\$134,611	\$135,957	\$140,376	\$144,236
Director of Architecture and Engineering	B	\$136,888	\$138,257	\$142,750	\$146,676
Director of Arrowhead Regional Medical Center	A	\$228,929	\$231,218	\$238,733	\$245,298
Director of Behavioral Health	B	\$175,602	\$177,358	\$191,103	\$196,358
Director of Central Collections		\$14,651	\$14,798	\$15,279	\$15,699
Director of Child Support	B	\$162,231	\$163,853	\$169,178	\$173,830
Director of Children's Services	B	\$162,231	\$163,853	\$169,178	\$173,830
Director of Community Development and Housing	B	\$133,801	\$135,139	\$139,531	\$143,368
Director of County Museum	B	\$127,413	\$128,687	\$132,869	\$136,523
Director of County Safety and Security		\$27,467	\$27,742	\$28,644	\$29,432
Director of Economic Development	B	\$133,801	\$135,139	\$139,531	\$143,368
Director of Facilities Management	B	\$127,413	\$128,687	\$132,869	\$136,523
Director of Fleet Management	B	\$127,413	\$128,687	\$132,869	\$136,523
Director of Human Resources	A	\$184,567	\$186,413	\$192,471	\$197,764

Title	Benefit Group	Salary Effective 8/2/08	Salary Effective 12/20/08	Salary Effective 6/20/09	Salary Effective 6/19/10
Director of Land Use	B	\$162,974	\$164,604	\$169,954	\$174,628
Director of Preschool Services	B	\$138,017	\$139,397	\$143,927	\$147,885
Director of Public Works	B	\$186,990	\$188,860	\$194,998	\$200,360
Director of Purchasing	B	\$131,196	\$132,508	\$136,815	\$140,577
Director of Real Estate Services	B	\$127,413	\$128,687	\$132,869	\$136,523
Director of Regional Parks	B	\$128,185	\$129,467	\$133,675	\$137,351
Director of Risk Management	B	\$129,255	\$130,548	\$134,791	\$138,498
Director of Transitional Assistance	B	\$158,543	\$160,128	\$165,332	\$169,879
Director of Veteran's Affairs	B	\$127,413	\$128,687	\$132,869	\$136,523
Director of Workforce Development	B	\$127,413	\$128,687	\$132,869	\$136,523
Economic Development Administrator	B	\$158,333	\$159,916	\$165,113	\$169,654
Public Defender	B	\$196,655	\$198,622	\$205,077	\$210,717
Public Health Director	B	\$159,638	\$161,234	\$166,474	\$171,052
Redevelopment Administrator	B	\$133,801	\$135,139	\$139,531	\$143,368
Registrar of Voters	B	\$141,004	\$142,414	\$153,451	\$157,671
<b>ASSOCIATE ADMINISTRATORS</b>					
Administrative Analyst I	D	56	56	56	56
Administrative Analyst II	D	66	66	66	66
Administrative Analyst III	C	73	73	73	73
Administrative Analyst Trainee	D	45	45	45	45
ARMC Business Development Officer	C	68	68	68	68
ARMC Chief Compliance Officer	C	75	75	75	75
ARMC Chief Financial Officer	B	88	88	88	88
ARMC Chief Operating Officer	B	98	98	98	98
Assessor's Facilities/Safety Manager	C	56	56	56	56
Assessor's Project Administrator	C	57	57	57	57
Assessor's Special Assistant	C	57	57	57	57
Assistant Agricultural Commissioner/Sealer	C	73	73	75	75
Assistant Assessor	B	84	84	84	84
Assistant Auditor/Controller-Recorder	B	84	84	84	84
Assistant Chief Information Officer	C	86	86	86	86
Assistant Chief Probation Officer	C	85	85	85	85
Assistant County Librarian	C	73	73	73	73
Assistant Director of Airports	C	73	73	73	73
Assistant Director of Architecture and Engineering	C	77	77	77	77
Assistant Director of Behavioral Health	C	86	86	86	86
Assistant Director of Child Support	C	85	85	85	85
Assistant Director of Human Resources	C	87	87	87	87
Assistant Director of Public Health	C	82	82	82	82
Assistant Director of Risk Management	C	77	77	77	77
Assistant District Attorney	B	96	96	96	96

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<b>Title</b>	<b>Benefit Group</b>	<b>Salary Effective 8/2/08</b>	<b>Salary Effective 12/20/08</b>	<b>Salary Effective 6/20/09</b>	<b>Salary Effective 6/19/10</b>
Assistant Hospital Administrator-Behavioral Health	C	75	75	75	75
Assistant Registrar of Voters	C	78	78	78	78
Assistant Sheriff	C	93	93	93	93
Assistant Treasurer-Tax Collector/Public Administrator	B	84	84	84	84
Associate Administrative Officer	B	89	89	89	89
Associate Hospital Administrator-Patient Services	C	80	80	80	80
Associate Hospital Administrator-Professional Services	C	80	80	80	80
Auditor/Controller Division Chief	C	76	76	76	76
Auditor/Controller Manager	C	71	71	71	71
Auditor/Controller-Recorder Project Administrator	C	57	57	57	57
BOS Administrative Analyst	B	73	73	73	73
BOS Chief of Staff	B	84	84	84	84
Cash Manager/Investment Officer	C	76	76	76	76
Chief Appraiser	C	76	76	76	76
Chief Assistant County Counsel	B	98	98	98	98
Chief, Central Collections Division	C	76	76	76	76
Chief Compliance Officer, Behavioral Health	C	72	72	72	72
Chief County Compliance and Ethics Officer	C	80	80	80	80
Chief Deputy Clerk of the Board of Supervisors	C	71	71	73	73
Chief Deputy County Museum	C	65	65	65	65
Chief Deputy District Attorney	C	92	92	92	92
Chief Deputy Public Defender	C	92	92	92	92
Chief Deputy Recorder	C	76	76	76	76
Chief Deputy Registrar of Voters	C	65	65	65	65
Chief Learning Officer	C	78	78	78	78
Chief of Animal Care and Control	C	80	80	80	80
Chief of Assessment Services	C	76	76	76	76
Chief of Clinical Operations	C	71	71	71	71
Chief of Community Health and Nursing Services	C	80	80	80	80
Chief of County Counsel's Administration	C	70	70	70	70
Chief of District Attorney's Administration	C	73	73	73	73
Chief of Environmental Health Services	C	80	80	80	80
Chief of Public Defender's Administration	C	70	70	70	70
Chief Public Health Medical Officer	C	89	89	89	89
Chief Public Works Engineer	C	82	82	82	82
Chief Tax Collections Division	C	76	76	76	76
Child Support Chief Attorney	C	87	87	87	87
Children's Network Officer	C	69	69	69	69

<b>Title</b>	<b>Benefit Group</b>	<b>Salary Effective 8/2/08</b>	<b>Salary Effective 12/20/08</b>	<b>Salary Effective 6/20/09</b>	<b>Salary Effective 6/19/10</b>
Communications Officer, Assessor	C	66	66	66	66
Contracts and Compliance Officer	C	75	75	75	75
County Counsel Research Attorney I	C	62	62	62	62
County Counsel Research Attorney II	C	71	71	71	71
County Surveyor	C	82	82	82	82
Departmental IS Administrator	C	80	80	80	80
Deputy Administrative Officer	B	85	85	85	85
Deputy Chief of Network Services	C	77	77	77	77
Deputy Chief Probation Administrator	C	77	77	77	77
Deputy Chief Probation Officer	C	81	81	81	81
Deputy County Counsel I	C	62	62	62	62
Deputy County Counsel II	C	71	71	71	71
Deputy County Counsel III	C	78	78	78	78
Deputy County Counsel IV	C	84	84	84	84
Deputy County Counsel V	C	87	87	87	87
Deputy Director of Alcohol and Drug Abuse Programs	C	83	83	83	83
Deputy Director of Behavioral Health Program Services	C	83	83	83	83
Deputy Director of Regional Parks	C	75	75	77	77
Deputy Director of Risk Management	C	71	71	71	71
Deputy Director, Advance Planning	C	82	82	82	82
Deputy Director, Behavioral Health Administrative Services	C	79	79	79	79
Deputy Director, Behavioral Health Quality Management	C	83	83	83	83
Deputy Director, Building Official	C	82	82	82	82
Deputy Director, Child Support	C	73	73	73	73
Deputy Director, Children's Services	C	73	73	73	73
Deputy Director, Code Enforcement	C	82	82	82	82
Deputy Director, Community Development and Housing	C	74	74	74	74
Deputy Director, Current Planning	C	82	82	82	82
Deputy Director, DAAS	C	73	73	73	73
Deputy Director, Facilities Management	C	71	71	71	71
Deputy Director, Preschool Services	C	73	73	73	73
Deputy Director, Program Development	C	73	73	73	73
Deputy Director, Sheriff's Coroner Division	C	75	75	75	75
Deputy Director, Transitional Assistance	C	73	73	73	73
Deputy Director, Workforce Development	C	74	74	74	74
Director of Legislative Affairs	B	84	84	84	84
District Attorney Assistant Chief Investigator	C	83	83	83	83
District Attorney Chief Investigator	C	87	87	89	89

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Title	Benefit Group	Salary Effective 8/2/08	Salary Effective 12/20/08	Salary Effective 6/20/09	Salary Effective 6/19/10
Economic Development Division Chief	C	74	74	74	74
Economic Development Manager	C	75	75	75	75
Economic Development Marketing Coordinator	C	71	71	71	71
EMACS Manager	C	71	71	71	71
Employee Relations Chief	C	80	80	80	80
Ethics & Compliance Specialist	D	64	64	64	64
Ethics Resource Officer	D	64	64	64	64
Field Representative	B	63	63	63	63
Franchise Programs Analyst	C	65	65	65	65
Health Officer	C	96	96	96	96
HSS Auditing Manager	C	75	75	75	75
HSS Program Integrity Division Chief	C	73	73	73	73
Human Resources Analyst I	D	60	60	60	60
Human Resources Analyst II	D	65	65	65	65
Human Resources Analyst III	C	71	71	71	71
Human Resources Analyst Trainee	D	47	47	47	47
Human Resources Benefits Chief	C	85	85	85	85
Human Resources Division Chief	C	80	80	80	80
Human Resources Officer I	C	65	65	65	65
Human Resources Officer II	C	71	71	71	71
Human Resources Officer III	C	74	74	74	74
Human Resources Section Manager	C	73	73	73	73
Information Services Division Chief	C	82	82	82	82
Information Services Finance Officer	C	71	71	71	71
Information Services Security Officer	C	68	68	68	68
Intergovernmental Relations Officer, Assessor	C	63	63	63	63
Labor Negotiator	C	80	80	80	80
Labor Relations Financial Analyst	D	54	54	54	54
Legislative Program Manager	C	65	65	65	65
Network Services Division Chief	C	82	82	82	82
Payroll Supervisor	C	68	68	68	68
Principal Administrative Analyst	C	77	77	77	77
Principal Appraiser	C	65	65	65	65
Principal Assistant County Counsel	B	92	92	92	92
Public Defender Chief Investigator	C	75	75	75	75
Public Health Division Chief	C	80	80	80	80
Public Health Chief Financial Officer	C	82	82	82	82
Public Information Officer	B	83	83	83	83
Real Estate Services Manager	C	67	67	67	67
Risk Assessment Officer	C	70	70	70	70
Sheriff's Administrative Manager	C	73	73	73	73
Sheriff's Captain	C	82	82	82	82
Sheriff's Deputy Chief	C	88	88	88	88
Sheriff's Deputy Director of Administrative Services	C	84	84	84	84

Title	Benefit Group	Salary Effective 8/2/08	Salary Effective 12/20/08	Salary Effective 6/20/09	Salary Effective 6/19/10
Sheriff's Financial Manager	C	73	73	73	73
Sheriff's Health Services Manager	C	75	75	75	75
Small Business Development Manager	C	69	69	69	69
Solid Waste Management Division Manager	C	82	82	82	82
Special Assistant Deputy District Attorney	C	88	88	88	88
Supervising Deputy County Counsel	C	90	90	90	90
Systems Development Division Chief	C	82	82	82	82
Systems Support Division Chief	C	82	82	82	82
Treasurer-Tax Collector Finance Officer	C	76	76	76	76
Treasurer-Tax Collector's Project Administrator	C	57	57	57	57
Undersheriff	B	98	98	98	98
Victim Services Chief	C	71	71	71	71
<b>EXECUTIVE ASSISTANTS</b>					
Administrative Aide (Unclassified)	C	57	57	57	57
County Counsel Law Clerk (Unclassified)	C	58	58	58	58
County Counsel Lead Secretary	D	48	48	48	48
County Counsel Paralegal	D	50	50	50	50
Executive Assistant	D	57	57	57	57
Executive Assistant to the District Attorney	D	57	57	57	57
Executive Secretary I	D	40	40	40	40
Executive Secretary II	D	45	45	45	45
Executive Secretary III (Classified)	D	50	50	50	50
Executive Secretary III (Unclassified)	C	50	50	50	50
Executive Secretary, Board of Supervisors (Unclassified)	C	52	52	52	52
Secretary, Civil Service Commission	D	45	45	45	45
Sheriff's Special Assistant (Unclassified)	C	57	57	57	57

SECTION 3. Subsection 13.0613(i)(1)(C) of the San Bernardino County Code is amended, to read:

**13.0613 Exempt Group Working Conditions.**

(i) Health Insurance and Retirement System Limitations.

(1) Health Insurance Contributions.

(C) Medical and Dental Subsidies.

(I) The County will establish a Medical Premium Subsidy (MPS) in an amount that, when combined with the Benefit Plan contributions, would offset the cost of health plan premiums charged to eligible employees.

The MPS shall be applied to health insurance premiums only and shall not be applicable to dental plan premiums. The MPS amount payable to each eligible employee shall be based upon the lowest cost high option HMO plan (currently Health Net or a plan equivalent to Health Net) for the number of persons the employee enrolls in the County-sponsored health plan (i.e., "employee only;" "employee + 1;" "employee + 2"). No MPS shall be paid where the Benefit Plan contribution exceeds the amount of the total premium to be paid by the County. The applicable MPS amount shall be paid directly to the provider of the County-sponsored health plan in which the eligible employee has enrolled. The MPS shall not be considered compensation earnable for purposes of calculating benefits or contributions for the San Bernardino County Employees' Retirement Association. In no case, shall the MPS, when combined with the Benefit Plan contributions, exceed the total cost of the health insurance premium for the coverage selected.

Effective August 2, 2008, the County will establish a MPS, if applicable, in the following amounts:

	<b>Scheduled for 40 to 60 Hours</b>	<b>Scheduled for 61 to 80 Hours</b>
Employee Only	0	0
Employee + 1	\$41.74	\$83.48
Employee + 2	\$99.77	\$199.54

Effective July 18, 2009, the County will establish a MPS, if applicable, in the following amounts:

	<b>Scheduled for 40 to 60 Hours</b>	<b>Scheduled for 61 to 80 Hours</b>
Employee Only	0	0



Employee + 1	\$51.15	\$102.29
Employee + 2	\$112.66	\$225.32

Effective July 17, 2010, the County will establish a MPS, if applicable, in the following amounts:

	Scheduled for 40 to 60 Hours	Scheduled for 61 to 80 Hours
Employee Only	0	0
Employee + 1	\$61.12	\$122.23
Employee + 2	\$126.32	\$252.64

(II) The County has established a Dental Premium Subsidy (DPS) for all employees whose premium costs for health and dental exceeds the Benefit Plan contributions in an amount up to \$9.46, but not to exceed the combined total of the employee's out-of-pocket expenses. For example, an employee who selects "employee only" coverage for health and dental with a combined per pay period premium cost of \$234.00 will receive a DPS in the amount of \$4.00 per pay period.

SECTION 4. Subsection 13.0613(i)(4) of the San Bernardino County Code is amended, to read:

**13.0613 Exempt Group Working Conditions.**

(i) Health Insurance and Retirement System Contributions.

(4) Retirement Medical Trust Fund. A Retirement Medical Trust Fund has been established for Exempt Employees with ten or more years of participation in the San Bernardino County Employees Retirement Association (SBCERA) and elected officials. Effective June 23, 2007, Exempt employees with five or more years of participation in SBCERA are eligible to participate in the Trust. The purchase of additional retirement credit or other retirement service credit shall count as years of

1 participation for determining eligibility in the Retirement Medical Trust. Participation in  
2 other public sector retirement systems may also be counted towards the service  
3 requirement provided that the employee has not withdrawn their contributions from the  
4 system(s) and the employee is also a participant in SBCERA. Employees who wish to  
5 receive credit for participation in other public retirement systems must provide the Plan  
6 Administrator written evidence of participation and that contributions made to the  
7 system(s) have not been withdrawn.

8         The Trust is administered by a Board of Trustees, which manages resources of the  
9 Trust and which determines applicable administrative fees for managing the Trust Fund.  
10 The Trustees will insure that payments of qualified medical expenses incurred by retirees  
11 or their eligible dependents will be appropriately reimbursed. The Trust will establish  
12 individual accounts for each participant's individual account. All of the contributions to the  
13 Trust Fund will be treated for tax purposes as employer, non-elective contributions  
14 resulting in tax-free contributions for the County. All of the distributions from the Trust  
15 Fund made to retirees or their eligible dependents for the reimbursement of qualified  
16 medical expenses as defined by the Internal Revenue Codes (including medical  
17 insurance payments) will be non-taxable to the retiree or retiree's eligible dependent(s).

18         Effective June 23, 2007, the County will contribute one percent (1%) of an eligible  
19 employee's biweekly salary or an elected official's biweekly salary to the Trust. Effective  
20 August 2, 2008, the County will contribute one and three-quarters percent (1.75%) of the  
21 biweekly salary of an eligible employee with ten (10) or more years of participation in  
22 SBCERA to the Trust, and the County will contribute two and three-quarters percent  
23 (2.75%) of the biweekly salary of an eligible employee with sixteen (16) or more years of  
24 participation in SBCERA to the Trust. Participation in other public sector retirement  
25 systems may also be counted towards the service requirement in the same manner as  
26 above.

27         At separation from County service for reasons other than death or disability  
28 retirement, all eligible employees will be required to contribute the cash value of their

1 unused sick leave balances to the Trust, at the rate of 75 percent of the cash value of the  
2 employee's unused sick leave hours, up to a maximum of 1,400 hours.

3 Employees retiring from the County with a disability retirement are not eligible to  
4 contribute the cash value of their unused sick leave balances to the Trust. Those  
5 employees will be compensated for their unused sick leave in accordance with subsection  
6 13.0613(e)(1)(J).

7  
8 The Trust is a Voluntary Employee Benefit Association (VEBA) and will comply  
9 with all the provisions of subsection 501(c)(9) of the Internal Revenue Code.

10 SECTION 5. Subsection 13.0613(j) of the San Bernardino County Code is  
11 amended, to read:

12 **13.0613 Exempt Group Working Conditions.**

13 (j) Tuition Reimbursement and Membership Dues. The County shall  
14 establish an individual, departmental fund in the amount of \$1,000 for each fiscal year  
15 commencing FY 2005-2006 for each employee in the Exempt Group to reimburse  
16 employees for tuition costs incurred for job-related education or career development or to  
17 reimburse membership dues in professional organization(s), providing each expenditure  
18 enhances furtherance of County or continuing educational goals. Requests for  
19 reimbursement must be approved in advance by the appointing authority and shall not be  
20 paid in increments less than \$10.00 per fiscal year.

21 The individual department fund is in addition to department budgeted and  
22 mandated training and memberships The County shall also pay, in addition to the  
23 individual department fund, the membership dues to the State Bar of California for all  
24 licensed attorneys in the Exempt Group whose job duties require admission in the State  
25 Bar.

26 Employees who successfully complete job-related education or courses may  
27 submit a request to be reimbursed beyond the limit of \$1,000 to their Department Head or  
28 Appointing Authority for review. The Department Head or Appointing Authority must then

request and receive approval from the County Administrative Office to reimburse beyond the limit of \$1,000 per fiscal year per employee. In order to be eligible for reimbursement under this provision, the employee must take such course work outside regular work hours, and shall do no productive work for the County while attending the courses.

If the reimbursement is approved and paid to the employee, and the employee leaves the County prior to completing two years of County service after completing the job-related education or coursework, the employee will reimburse the County according to the following schedule:

<u>Job-related education/course completion date</u>	<u>Reimbursement</u>
Within 9 months	100%
After 9 months, but before 18 months	50%
After 18 months, but before 24 months	25%
After 24 months	0%

SECTION 6. Section 13.0613(l) of the San Bernardino County Code is amended, to read:

**13.0613 Exempt Group Working Conditions.**

(l) Automobiles.

(1) All elected County officials shall be entitled to have a Category I County vehicle assigned to them for use on County business. All other employees and officers who are eligible for an auto allowance are eligible for a Category I County vehicle under this subsection with the approval of the County Administrative Officer.

Such officers and employees may use such vehicles for personal use provided they reimburse the County at the current motor pool variable rate per mile for such use. Elected officials shall not be required to reimburse for such personal use. All such elected officials, officers and employees shall be taxed for such personal use in accordance with state and federal tax law and regulation. The County will provide adequate insurance coverage for both the business use and personal use that is authorized under this section.

1 (2) Effective August 2, 2008, all elected officials and all County  
2 employees in benefit groups A and B, Assistant Sheriffs and Sheriff's Deputy Chiefs shall  
3 receive a biweekly automobile allowance in the amount of \$561.54 with no mileage  
4 reimbursement, provided they are not assigned a County vehicle and they provide a  
5 private vehicle for their own use on County business. The First District Supervisor shall  
6 receive a 50 percent addition to the biweekly amount provided to elected officials.  
7 Employees selecting this allowance shall be required to have a vehicle available at all  
8 times for use on County business. This allowance shall be considered complete  
9 reimbursement for the acquisition, insurance, maintenance, repair, upkeep, fuel, and all  
10 other costs for the required vehicle. This automobile allowance provision shall not apply  
11 to elected officials, or other officers and employees as approved by the County  
12 Administrative Officer, who are assigned a County vehicle pursuant to subsection  
13 13.0613(l)(1) above.

14 SECTION 7. Subsection 13.0613(n) of the San Bernardino County Code is  
15 amended, to read:

16 **13.0613 Exempt Group Working Conditions.**

17 (n) Contributions to Salary Savings Plans.

18 (1) Biweekly contributions of Exempt employees to the County's  
19 Section 401(k) Salary Savings Plan up to three percent of an employee's biweekly base  
20 salary will be matched by a County contribution on the basis of two times the employee's  
21 contribution. The County contribution shall not exceed six percent of an employee's  
22 biweekly base salary. Effective June 25, 2005, biweekly contributions of exempt  
23 employees in Groups A, B, and C to the County's 401(k) Salary Savings Plan up to three  
24 and one-half percent of an employee's biweekly base salary will be matched by a County  
25 contribution on the basis of two times the employee's contribution. The County  
26 contribution shall not exceed seven percent of an employee's biweekly base salary.  
27 Effective June 24, 2006, biweekly contributions of exempt employees in Groups A, B,  
28 and C to the County's 401(k) Salary Savings Plan up to four percent of an employee's

1 biweekly base salary will be matched by a County contribution on the basis of two times  
2 the employee's contribution. The County contribution shall not exceed eight percent of  
3 an employee's biweekly base salary.

4 (2) Biweekly contributions of Exempt Group employees in Groups A  
5 and B to the County's Section 457 Deferred Compensation Plan up to one percent of an  
6 employee's biweekly base salary will be matched by a County contribution on the basis  
7 of one times the employee's contribution.

8 (3) Biweekly contributions of Exempt Group employees in Groups C  
9 and D to the County's Section 457 Deferred Compensation Plan up to one percent of an  
10 employee's biweekly base salary will be matched by a County contribution on the basis  
11 of one-half times the employee's contribution. The County contribution shall not exceed  
12 one-half percent of the employee's biweekly base salary.

13 SECTION 8. Subsection 13.0613(r) of the San Bernardino County Code is  
14 amended to read:

15 **13.0613 Exempt Group Working Conditions.**

16 (r) Dependent Care Assistance Plan. The purpose of this Section 125  
17 Dependent Care Assistance Plan (DCAP) is to permit eligible employees to make an  
18 election to pay for certain dependent care expenses with salary reduction from  
19 compensation contributed to the Plan before Federal income or social security taxes are  
20 paid to the Internal Revenue Service ("Salary Reduction") in accordance with §§ 125 and  
21 129 of the Internal Revenue Code of 1986 (IRC) and regulations issued pursuant  
22 thereto. DCAP shall be construed to comply with said Code Sections and to meet the  
23 requirements of any other applicable provisions of law. DCAP exclusions from gross  
24 income do not affect compensation for retirement purposes.

25 DCAP will be administered by the County's Human Resources Department,  
26 Human Resources Division Chief, Employee Benefits and Services consistent with said  
27 IRC sections, and consistent with the Plan Document for DCAP as approved by the  
28 Board of Supervisors from time to time.

1                   SECTION 9. Subsection 13.0613(dd) of Title 1 of Division 6 of Chapter 6  
2 of the San Bernardino County Code is added, to read:

3 **13.0613       Exempt Group Working Conditions.**

4                   (dd) Perfect Attendance.

5                   Employees in regular, full-time positions in Groups C and D who do not  
6 utilize any sick leave in a calendar year (i.e., pay period 1 through pay period 26 or 27,  
7 when applicable, of the same year), and who do not record any sick leave without pay or  
8 absent without pay during that year, shall accrue sixteen (16) hours of perfect  
9 attendance leave, for use in the next calendar year. Failure to utilize perfect attendance  
10 leave within the calendar year shall result in forfeiture of the same. Perfect attendance  
11 leave may not be cashed out.

12                   SECTION 10. Subsection 13.0613(ee) of Title 1 of Division 3 of Chapter 6  
13 of the San Bernardino County Code is added, to read:

14 **13.0613       Exempt Group Working Conditions.**

15                   (ee) Healthy Lifestyles Program.

16                   The Healthy Lifestyle program is available to employees and elected  
17 officials in the Exempt Group. Under this program, Exempt employees are eligible for  
18 annual prepaid memberships with health clubs that participate in the program, or  
19 reimbursement for other comparable health club membership up to \$324.00 on an  
20 annual basis. Exempt employees and elected officials are also eligible for an annual  
21 physical examination through the Arrowhead Regional Medical Center.

22                   SECTION 11. This ordinance shall take effect immediately upon adoption,  
23 pursuant to the provisions of Government Code section 25123.

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DENA M. SMITH, Clerk of the  
Board of Supervisors

I, DENA M. SMITH, Clerk of the Board of Supervisors of the County of San Bernardino, State of California, hereby certify that at a regular meeting of the Board of Supervisors of said County and State, held on the \_\_\_\_\_ day of \_\_\_\_\_, 200\_, at which meeting were present Supervisors: \_\_\_\_\_

AYES: SUPERVISORS:  
NOES: SUPERVISORS:  
ABSENT: SUPERVISORS:



1 IN WITNESS WHEREOF, I have hereunto set my hand and affixed the official seal of the  
2 Board of Supervisors this \_\_\_\_ day of August, 2008.

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DENA M. SMITH, Clerk of the  
Board of Supervisors of the County of San  
Bernardino, State of California

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\_\_\_\_\_  
Deputy

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10 Approved as to Form:

11 RUTH E. STRINGER, County Counsel

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13 By: \_\_\_\_\_  
Deputy County Counsel

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Date: \_\_\_\_\_

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